

Fiscal Year 2008

**Performance Evaluation and
Measurement Plan
(PEMP)**

**Financial Management
Balanced Scorecard Plan**

Lawrence Berkeley National Laboratory

University of California Laboratory Management Office

Department of Energy - Berkeley Site Office

Prime Contract No. DE-AC02-05CH11231


**October 1, 2007
Revised March 17, 2008**

Financial Management Balanced Scorecard Plan

Background Information:

Contract No: DE-AC02-05CH11231


Financial Functional Managers:



Jeffrey Fernandez
Lawrence Berkeley National Laboratory
Chief Financial Officer
(510) 486-5547

4/13/08

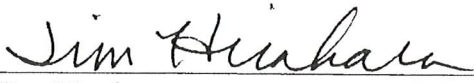
Date



Douglas Low
Berkeley Site Office
Financial Manager
(510) 486-6812

4/8/08

Date



Jim Hirahara
UC Laboratory Management
Executive Director, Business and Finance
(510) 987-0614

4-2-08

Date

Introduction

The Financial Functional Managers from the Department of Energy (DOE), University of California Laboratory Operations (UCLO), and Lawrence Berkeley National Laboratory (LBNL) have agreed to assess FY2008 performance according to the methodology described below.

Financial Management Balanced Scorecard Plan

GENERAL

Lawrence Berkeley National Laboratory's (Berkeley Lab) Office of the Chief Financial Officer have negotiated the Balanced Scorecard Plan (BSC), provided herein as Exhibit I, with the Department of Energy Berkeley Site Office (DOE BSO) and the University of California Laboratory Management Office (UCLMO) to measure the performance under DOE BSO's *FY 2008 Performance Evaluation and Measurement Plan (PEMP)*, *Objective 6.1, Provide an Efficient, Effective, and Responsive Financial Management System(s)*.

SCORING

The Berkeley Lab will present data and analysis demonstrating their success in meeting the objectives and expectations of the BSC. The following Table 1.0, the *Objective 6.1 Score Index*, will be used to determine an overall score for Objective 6.1.

The methodology for calculating the Total Score is presented below.

TABLE 1.0 – OBJECTIVE 6.1 SCORE INDEX

FINAL GRADE	TOTAL SCORE
A+	4.1 - 4.3
A	3.8 - 4.0
A-	3.5 - 3.7
B+	3.1 - 3.4
B	2.8 - 3.0
B-	2.5 - 2.7
C+	2.1 - 2.4
C	1.8 - 2.0
C-	1.1 - 1.7
D	0.8 - 1.0
F	0 - 0.7

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SCORING METHODOLOGY

The following Table 2.0, *BSC to PEMP Scoring Conversion Table*, will be used to convert the points achieved under the Office of the Chief Financial Officer BSC to a PEMP score. Performance consistent with the "A" range gradients in PEMP Figure I-1, *Letter Grade and Numerical Score Definitions*, will also be considered in determining the final score for Objective 6.1.

The Office of the Chief Financial Officer will use the total points achieved under Exhibit I, *FY 2008 Balanced Scorecard Plan*, Attachment A.

TABLE 2.0 - BSC TO PEMP SCORING CONVERSION TABLE

BSC TOTAL POINTS ACHIEVED	PEMP SCORE ACHIEVED
≥86.8	3.1 - 3.4
83.4 - 86.7	2.8 - 3.0
80.0 - 83.3	2.5 - 2.7
76.8 - 79.9	2.1 - 2.4
73.4 - 76.7	1.8 - 2.0
70.0 - 73.3	1.1 - 1.7
60.0 - 69.9	0.8 - 1.0
< 60.0	0 - 0.7

Financial Management Balanced Scorecard Plan

EXHIBIT I

FY 2008 BALANCED SCORECARD PLAN